

ENLISTED CAREER NOTES



ANCOC DEFERMENT REQUESTS

The Infantry School has noted an increase in the number of noncommissioned officers who request deferment from ANCOC attendance within a week of the class start date because they do not meet height and weight standards. This does not give PERSCOM enough time to send another NCO to the course in his place.

Since it is unlikely that an NCO became overweight in a matter of days, his commander should already have initiated appropriate administrative action, or suspension of favorable personnel action.

ADVANCED NCO COURSE FOR CMF 11

The program of instruction (POI) for the Career Management Field (CMF) 11 Advanced Noncommissioned Officer Course (ANCOC) is now generic. Soldiers in all infantry military occupational specialties—11B, 11C, 11H, and 11M—receive the same instruction.

In an effort to provide relevant instruction that has specific applications to senior NCOs of each of these MOSs, the Infantry School is developing a new tracked ANCOC POI. This POI will also incorporate new guidance outlined in the U.S. Army Training and Doctrine Command's NCO Education System model.

The CMF 11 tracked ANCOC POI will consist of six training annexes: U.S. Army Sergeants Major Academy Common Leader Training, Phase I; CMF 11 common training; and MOS-specific training for 11B, 11C, 11H, and 11M, which will be taught through small group instruction. The goal is to enable a soldier to verify his Skill Level

3 tasks and to certify his ability to lead an infantry platoon successfully (Skill Level 4) in a situational training exercise.

The transition from the current POI to tracked training will take place in January 1991. Small group instruction will also begin in January for certain portions of the course. Others portions will then be added in sequence until all MOS-specific training is presented through this method by the end of Fiscal Year 1991.

The School's point of contact is Captain Boling, AUTOVON 835-7574, commercial (404) 545-7574.

SQTs TO BE PHASED OUT, SDTs PHASED IN

Over the next two years, the familiar skill qualification tests (SQTs) will be phased out and new NCO self-development tests (SDTs) will be phased in.

As currently proposed, the NCO SDTs will be formally administered written tests of current skill-level MOS-specific knowledge, leadership, and training. The Soldier's Manual will be the primary source of SDT questions, and the leadership competencies developed in the NCO leader development study will underpin the development of the leadership portion of each SDT.

Plans call for the new testing system to be developed as three tests for each MOS—one for sergeants, one for staff sergeants, and one for sergeants first class. The tests will be scheduled once a year for Active Army soldiers and once every two years for those in the Reserve Components.

Soldiers will be responsible for preparing for the test on their own time, and the necessary training reference materials must be made available to them.

The following is the timetable for the switchover:

- The SQT for privates, privates first class, and specialists or corporals will be eliminated at the end of the current test cycle—30 November 1990 for the Active Army and 31 August 1991 for the Reserve Components.
- The current SQT for sergeants through sergeants first class for each MOS and grade will be used until the corresponding SDT takes effect.
- The goal is to have the SDT system fully implemented throughout the Active Army on 1 October 1991 and in the Reserve Components on 1 October 1992.

The SDT will be a key element in determining NCO promotions, assignments, school selections, and retentions.

NCO VACANCIES IN ROTC UNITS

Senior combat arms NCOs are needed to fill Reserve Officer Training Corps (ROTC) instructor positions in all four ROTC regions.

Applicants should have served successfully as drill sergeants, platoon sergeants, or first sergeants. Although the Cadet Command prefers that instructors be graduates of the U.S. Army Sergeants Major Academy, this is not mandatory.

All NCOs assigned to ROTC duty must meet the Army's physical fitness and weight standards.

NCOs who are interested should contact their respective career managers at PERSCOM to initiate the application process.



OFFICERS CAREER NOTES



INFANTRY OFFICER DEVELOPMENT COURSES

The following is an update of infantry officer development courses offered at the Infantry School:

Infantry Officer Basic Course (IOBC). IOBC students are now trained under a new program of instruction (POI). The new POI focuses on the execution of collective tasks from the mission training plans (MTPs), and these have resulted in more training in the field and less in the classroom.

New lieutenants coming to a class are mailed a welcome packet that details the entrance certification requirements for the course. This entrance certification consists of 31 selected military qualification standards (MQS) I tasks that the lieutenants learned during their precommissioning training. When the students arrive for IOBC, they have an opportunity to practice these tasks during evening study halls before they are given a hands-on certification on Thursday and Friday of the first week of training.

Under the new POI, the lieutenants go to the field earlier in the course. By the end of the third week, they complete their entrance certification, M16 rifle qualification, land navigation training and testing, and a week-long, squad-level situational training exercise (STX), which includes a live-fire exercise.

Platoon level instruction begins in the sixth week. It includes a platoon-level tactical leadership course (TLC) to complement the highly successful squad TLC. Training for the mechanized infantry STX now includes the Bradley fighting vehicle (BFV) and the simulations network system (SIMNET). The new IOBC POI includes training and testing for the Expert Infantryman's Badge (EIB).

The positive feedback from students and cadre alike clearly indicates that the revised POI trains and challenges lieutenants

to become more capable, competent rifle platoon leaders.

Infantry Officer Advanced Course (IOAC). An internal restructuring of the IOAC POI has resulted in several modifications to the course. The purpose of the revision is to train company grade officers who are qualified to serve as company or team commanders and assistant battalion and brigade operations officers.

The philosophy of IOAC is to focus on warfighting across the full spectrum of conflict on the basis of MTPs and the seven battlefield operating systems. The emphasis is on training the officers how to think, not what to think, and on hands-on application in a field environment.

A second practical exercise has been added to the brigade-level tactics instruction, and a brigade-level exercise is included in the command field exercise (CFX). Low intensity conflict training has increased from 14 to 24 hours and includes several case studies, practical exercises, and tactical exercises without troops. The light infantry portion of the CFX is conducted in a low intensity scenario. The use of simulations has increased with the incorporation of SIMNET, the Surface Navigation Orientation Trainer, and the Training Set Forward Observer. Practical exercises throughout the course have a common scenario.

Maintenance instruction has been restructured to include additional areas such as medical; communications; night observation devices; weapons; generators; maintenance diagnostic equipment; vehicles; and nuclear, biological, and chemical.

Infantry Pre-Command Course (IPCC). The IPCC, conducted at Fort Benning, is designed to help senior Army leaders prepare for the command of U.S. Army infantry units. The course focuses on how to train, maintain, and fight. It is open to Active Army and Reserve Component infantry and Special Forces of-

ficers who are commanding infantry or Special Forces battalions, infantry brigades, or Special Forces groups, or who have been designated to assume command of these units. An additional one-week BFV Commanders Course is conducted for officers who are designated to command Bradley units.

The first week of the course teaches maintenance, weapon competency, and training management, and includes a staff ride to the Chickamauga Battlefield site. Instruction during the second and third weeks focuses on tactics and synchronizing the battlefield operating systems and culminates in an offensive SIMNET STX. Brigade command designees actively plan and execute brigade operations and each provides his commander's intent to the battalion commanders.

Finally, tactics instruction focuses on both heavy and light battalion and brigade operations. In addition to these mandatory subjects, the officers in the course also have the option of attending several electives, many of which are tailored to the needs of the individual students. Interspersed through the three-week course are sessions with either the commandant or the assistant commandant of the Infantry School.

YEAR GROUP 88 CVI/RA PROBATIONARY BOARD

The conditional voluntary indefinite (CVI) selection and Regular Army probationary board will convene in February 1991. All first lieutenants with dates of rank from 1 October 1989 to 30 September 1990 will be considered. They must have one year of active Federal commissioned service (AFCS) before the board's convening date.

The board will select only the best qualified officers to remain on active duty. Officers not selected for CVI status or for

continuation in an RA probationary status will be separated from the service. Other than Regular Army (OTRA) officers will automatically be considered for CVI status.

Eligible officers should be aware that the selections will be highly competitive, and they should try to see that their files make the best possible impression. In particular, they should make sure the following are updated before the board meets:

Officer Record Brief (ORB). Key items are military education level, civilian education level, assignment history, and dates of rank.

DA Photo. Before having a photograph taken, an officer should make sure his uniform is well pressed, his trousers are the correct length, and his blouse is fitted properly. He should not wear the infantry cord on his uniform.

Performance Microfiche. The performance microfiche should display all academic evaluations and officer evaluation reports on the top half and all awards and school diplomas on the bottom half. To make additions to his performance microfiche, an officer should take copies of the items to be added to his local personnel service company. To request a copy of his microfiche, he should write to Commander, PERSCOM, ATTN: TAPC-MSR-S, 200 Stovall Street, Alexandria, VA 22332-0400.

Infantry Branch stands ready to help an officer prepare for this board. Any questions should be directed to CPT Bob Pricone, Lieutenants Assignment Officer, at AUTOVON 221-0207 or commercial (703) 325-0207.

CHANGES IN ADDRESS OR DUTY ASSIGNMENT

When you change assignments or move, write to Infantry Branch and send your new address and telephone number. It will save us time in the long run, not only in making assignments, but in keeping your files accurate.

DEFENSE STRATEGY COURSE

The U.S. Army War College offers a six-month correspondence course designed to examine issues that influence national security strategy.

Titled The Defense Strategy Course, it increases an officer's understanding of the national security process and the military and nonmilitary factors that influence it.

Each subcourse requires a written assignment of 1,000 to 1,500 words and approximately six hours of reading per week. Applicants must have credit for command and staff level schooling and must not be enrolled in a senior service college or an MEL 1 program. Fifty officers can be accepted for each class.

Interested officers may request enrollment by writing to Infantry Branch, ATTN: MAJ Roberts.

PROFESSIONAL DEVELOPMENT COURSES IN SPACE OPERATIONS

The following courses support careers in space operation:

Undergraduate Space Training. This course teaches Army officers the skills

they need to perform duties associated with space operations. The training includes the space operations career field; science, technical, and non-technical fundamentals, and applications.

Prerequisites for the course are Secret clearance, rank of captain through colonel, and two semesters of college mathematics, one of which must be calculus.

Joint Space Fundamentals. This course provides fundamental training in space awareness for Army personnel entering non-operator positions in the space field. The scope of training includes the terminology and environment of space, orbital mechanics, background of space exploration and operations, space organizations, space systems acquisition process, operational spacecraft systems, spacecraft systems and design theory, space support operations, surveillance, detection and warning networks, future systems, space operations site activities, joint forces exercises, and security.

Prerequisites for the course are Secret clearance and rank of captain through colonel.

Senior Joint Space Intelligence Operations. This course provides instruction in the space environment, military employment of space, collection/acquisition, intelligence analysis and production, and space intelligence applications to support operations.

Officers who are interested in attending one of these courses may write to Commander, PERSCOM, ATTN: TAPC-OPB-D (Mrs. McIlwain), 200 Stovall Street, Alexandria, VA 22332-0431.

